



## COMMANDING OFFICER'S POLICY ON EQUAL OPPORTUNITY AND SEXUAL HARASSMENT



Headquarters Battalion has proven itself as a cohesive team of Marines and Sailors who are focused and determined in accomplishing their mission. The use of three leadership principles: "Know your Marines and look out for their welfare," "Set the example" and "Train your Marines as a team" have been the backbone of our success. As such, I will not tolerate discrimination of any kind, sexual harassment, hazing or rights of passage, or any other undignified act that is detrimental to the unit cohesion and esprit de corps of our team.

The Marine Corps policy provides for equal opportunity for all military and civilian members **without regard to age, color, gender, race, religion or national origin, consistent with the law, regulations, and the requirements for physical and mental abilities.**

I expect all members of the chain of command, and all Marines and Sailors to ensure that dignity and respect are constant and genuine. Never forget that we are all serving our country and that our nation has extremely high expectations of us. All personnel are allowed and encouraged to address situations that detract from our ability to accomplish our mission. Any military or civilian member who practices or condones any form of discrimination, fails to report, or falsely reports such violations will be subject to administrative and/or disciplinary action.

Leaders must ensure that the Informal Resolution System, which allows for quick and full resolution at the lowest possible level, and the Request Mast process, can be used by all without intimidation or fear of reprisal. Should a member of this command feel as if they were a victim of prejudicial treatment or harassment, report it through the chain of command, notify the Battalion Equal Opportunity Representative (EOR), or request mast to see me. The Battalion EOR is SSgt Diane M. Durden. All allegations will be handled in a timely and efficient manner to ensure that the unlawful behavior that dissolves our Team's cohesion is driven from our ranks.

Our Core Values of Honor, Courage and Commitment are the bedrock for our Team's success. We will continue to practice these values and treat everyone with dignity and respect. This breeds the camaraderie that strengthens our Corps and enables us to accomplish the mission.



**M. S. Bodkin**  
**Lieutenant Colonel, US Marine Corps**  
**Commanding Officer**